



MEMORANDUM

To: Mayor and Council
From: Carol Johnson, Civil Rights Officer *Carol Johnson*
Date: May 12, 2021
Subject: Response to Resolution 20200812-001 Budget Rider #7

This memorandum provides a response to Resolution 20200812-001 – Budget Rider #7 regarding the creation of the Office of Civil Rights. On August 12, 2020, the City Council approved the FY21 Budget, including \$300,000 in reallocated funding from the Austin Police Department budget to supplement the creation of the Office of Civil Rights. In January 2021, the City Manager announced the appointment of Carol Johnson as the City of Austin’s first Civil Rights Officer, marking the formation of the Office of Civil Rights.

The Office of Civil Rights (OCR) serves as the City’s centralized entity to enforce civil rights anti-discriminations ordinances and federal statutes. The OCR expands on previous City of Austin civil rights initiatives, provides feedback and recommendations to City Management involving new and expanded initiatives and programs Citywide, and works extensively with local, state and federal partners and stakeholders to ensure that Austinites live free from discrimination in housing, employment, public accommodations and other civil rights violations prohibited by City ordinance and federal legislation. In addition, the OCR advances the City’s non-discrimination efforts through promotion, outreach, and education to increase awareness to the Austin community and businesses.

In addition to receiving complaints from Austin residents, the OCR also accepts complaints of harassment or discrimination from City employees. This process is being developed.

Should you have questions on the Office of Civil Rights initiatives, please contact me at Carol.Johnson@austintexas.gov or 512-978-1534.

Cc: Spencer Cronk, City Manager
Anne Morgan, Interim Deputy City Manager